

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Contract labour		
Changes to the rules on contract labour	<p>A new Bill has been introduced which could make major changes to existing rules on contract labour. Some of the major proposals are:</p> <ul style="list-style-type: none"> (i) removal of the wage ceiling as has been prescribed under the definition of contractor; (ii) provision for instances where the contractor may be issued a license for a limited period; and (iii) rules for disbursement of wages both electronically and in cash to the contract workers. <p>The effective date of the Bill is uncertain as it is required to be approved by both the houses of parliament in India followed by the Presidential assent and notification in this regard.</p>	No action required at this stage but look out for the introduction of the new law.
Maternity		
Amendments to the state specific maternity benefits rules	<p>The Maternity Benefit Amendment Act 2017 requires the setting up of crèche facilities by establishments employing 50 or more employees.</p> <p>The State governments are yet to amend the State maternity benefit rules and incorporate provisions to provide clarity on the technical aspects of functioning of crèche.</p> <p>We anticipate the changes to the maternity benefit rules to be introduced and implemented in 2019 by various States.</p> <p>The effective date of amendments to the State specific maternity benefit rules remains uncertain.</p>	No action required by the companies until the State specific maternity benefit rules have been introduced and enforced. However, in the absence of State specific maternity benefit rules, companies may adhere to the crèche guidelines issued by the Ministry of Women and Child Development.
Minimum Wage		
Code on Wages Bill 2017 (“Code”)	<p>The Code would replace and subsume the Minimum Wages Act 1948, Payment of Wages Act 1936, Payment of Bonus Act 1965 and the Equal Remuneration Act 1976. Some of the anticipated changes are as follows:</p> <ul style="list-style-type: none"> – universal definition of wages; – introduction of national minimum wages; and – uniform penalty for default of payment of bonus, minimum wages or unauthorised deductions. <p>The Code has been introduced in the Lok Sabha and is pending approval by the upper house of parliament, which would be followed by the Presidential assent and notification in this regard.</p> <p>The effective date for enforcement of the Code is therefore uncertain.</p>	No action required until the Code is notified. Keep a look out for developments.

This is a high level general update only. Legal advice should be obtained on specific circumstances.